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LMDA Presents Manager of the Year Award at CPI Conference

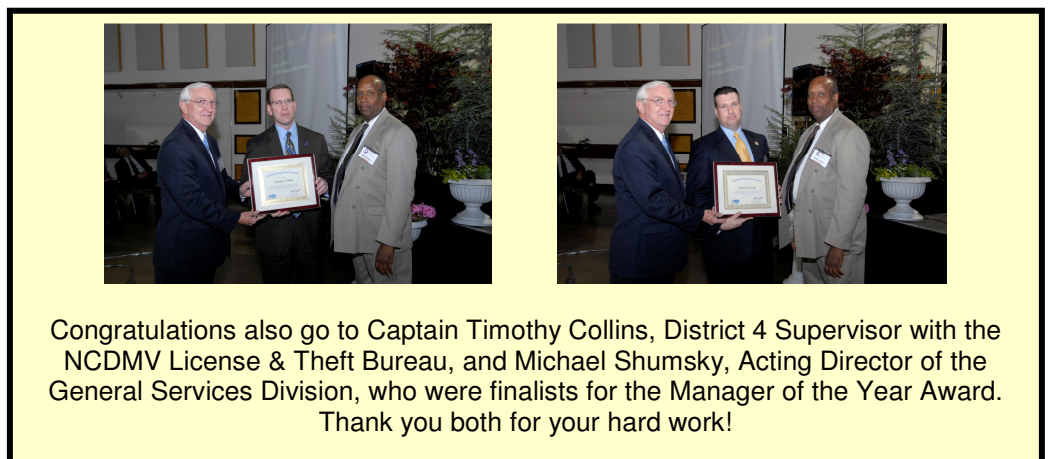


On April 16, LMDA presented Kevin Lacy with the 2008 Manager of the Year Award. Kevin has been the State Traffic Engineer since April 2004. Prior to this position, he managed the Traffic Safety Systems Section within the Branch. Kevin is also the current President of the North Carolina Section of the Institute of Transportation Engineers (NCSITE).

The following is an excerpt from Kevin's nomination:

He encourages his employees to get involved in their professional careers and in the future of transportation issues through participation in training courses, workshops, and conferences. Through allowing his staff to participate in providing expert knowledge, analyses, and team involvement, he has been extremely supportive of the ongoing Transformation Management Team efforts. With his technical knowledge, excellent managerial and people skills, he is extremely marketable for positions outside the Department, and yet chooses to remain here and work for the citizens of North Carolina. He exhibits a commitment to his employees and the NC motoring public through his accessibility by his personal cell phone, his willingness to participate in many hallway conversations, and his willingness to be in the Regional Traffic Engineer's office when needed.

Congratulations Kevin!



Congratulations also go to Captain Timothy Collins, District 4 Supervisor with the NCDMV License & Theft Bureau, and Michael Shumsky, Acting Director of the General Services Division, who were finalists for the Manager of the Year Award. Thank you both for your hard work!



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Activities Bulletin Board

Community Involvement- Susan G. Komen Race for the Cure

The Triangle Chapter of the Susan G. Komen for the Cure will host the annual Race for the Cure on Saturday, June 14 at Meredith College. This event includes three 5k races (for both runners **and** walkers) and a one-mile fun run/walk. If you are interested in being part of an LMDA team, please contact Erin Hendee at 773-2884 or at ehendee@dot.state.nc.us. For more information, go to:

<http://www.komennctriangle.org/race-for-the-cure.php>

Please join us for this great event!

Community Involvement- American Red Cross

The American Red Cross is holding a fundraiser called "What Color Do You Bleed?" Fox 50 is selling T-shirts with the logos of NCSU, UNC, Duke, and NC Central. Profits from the T-shirt sales go to the American Red Cross. For more information, go to

www.WhatColorDoYOUBleed.com. If you would like one, please contact Erin Hendee (773-2884) or go online to purchase (\$15 + \$5 shipping/handling).

Help Wanted: Website Administrator

LMDA needs someone to take over maintenance of the LMDA website. If you are a member who can work with html and are willing to do this, please contact Glenn Dennison at gdennison@dot.state.nc.us or at 733-9513.

CALENDAR

2008		Event	Time	Location	Contact
MAY	8	LMDA Board Meeting	12-1pm	Highway Room 470	Any Board Member
	20	Professional Development: Understanding Organizational Change	8:30-12:30	313 Chapanoke Road	Glenn Dennison
JUNE	3	May Lunch and Learn: Where is the Cheese? Adapting to Change	12-1pm	Structure Design Conference Room	Cyndy Hummel
	12	LMDA Board Meeting	12-1pm	TBA	Any Board Member
	14	Susan G. Komen Race for the Cure	7am	Meredith College	Erin Hendee
	19	June Lunch and Learn: The Future of Rail in North Carolina	12-1pm	TBA	Kimberly Hinton

The Environmental Leadership Journey

By: Elizabeth Neely, Office of Environmental Quality

Editor's Note: In 2007-2008, *Management Insight* will regularly feature articles on environmental leadership, noting ways that each of us can help the environment.

The success of any endeavor is measured by its ability to meet or exceed expectations. There are a number of factors present along the way that can contribute to the overall success of your goals. It begins with a "vision" of where you want to go or what you want to achieve. Then develop a strategy on how you'll get there and milestones along the way. I'll offer a few suggestions on habits you can develop now to improve your environmental leadership journey and help ensure its success.

Habit 1: Manage Expectations. Pick and choose which of the many environmental improvements you want to accomplish. Start small. Recycle your office paper. Use the stairs instead of the elevator.

Habit 2: Model the Behavior First. *Modeling* the new behavior makes abstract concepts become more real. Gandhi said, *"We must be the change we seek."*

Habit 3: Get in the Habit! Experts say it takes about 21 days to form a new habit. Whatever it is you want to do, do it now! Don't wait until a) there's a consensus, b) management says to do it, c) a change in administration, or d) fill in the blank. *"The longest journey starts with a single step."*

Habit 4: Be Accountable. Accountability means that you're willing to take ownership of your beliefs and behaviors and subject them to the scrutiny of your peers.

Habit 5: Lead the Change. After you've committed to a personal change, you might want to try to affect a group or organizational change. Do you have the...

- *Desire* to improve the current situation
- *Ability* to implement change
- *Authority* to implement change
- *Support* from employees

Discuss your personal commitment and plan of action. People respond best when there's a plan and they're offered a role in the change. Perform an assessment to identify areas for improvement.

Habit 6: Synergize. To the extent possible, involve your coworkers or staff. Initiate a discussion about what your office can do to lessen its impact on the environment. You can't expect people to understand the need for change if they don't understand the problem (or opportunity) that led to a change. Help them see the importance -- *"If we don't do xyz, something will result in a negative way"* or *"If we do xyz, we'll reduce x amount of trash from the landfill, or save x amount of electricity."* You may want to ask about their interests.

When synergy is pursued, the result of the teamwork will exceed the sum of what each could have achieved on his/her own.

Finally, enjoy the journey to Environmental Leadership. *"Success is not a place at which one arrives, but rather the spirit with which one undertakes and continues the journey."*

CPI Conference Highlights

By: Margaret Anderson

Our 10th Annual CPI Conference, “Celebrating 10 Years of Innovation”, was a great success thanks to all the participants and attendees. All of the past and present CPI projects that were on display provided a look at cutting-edge innovations and ideas that have been and will continue to be of great value to the whole Department. Congratulations to all!

Here are this year’s Most Outstanding CPI Projects: (It’s a tie! There are two projects that were recognized as Most Outstanding this year!)

Welcome Center Waterless Urinals – Division 4 *(This project was also the top winner in the Dollar Savings category)*



Steve Hamill and Robert Simpson standing with project exhibit

Project Information: Because of the severe drought in North Carolina, Governor Easley asked all state agencies to reduce water usage at all state facilities. The Northampton County Welcome Center uses 5.45 million gallons of water per year. It has 10 urinals, 44 commodes and 24 sinks. This facility provides service for over 2.2 million people a year. Division 4 installed 10 water free urinals at the Northampton County Welcome Center. The Welcome Center will save 980,460 gallons of water at a cost savings of \$12,745.98 per year. There will also be a cleaner, more environmentally friendly restroom facility for the traveling public while conserving water during North Carolina’s worst drought crisis.

Division Improvement Program (DIP) –Division 6 *(This project was also the top winner in the Communications category)*

Project Information: In 2006 Division 6, in conjunction with the GIS unit, conceptualized the Integrated Cooperative Planning Procedure (ICPP) that was a tool to better plan and focus our bituminous operations and resurfacing efforts. With positive results from this program, the Division Engineer challenged management to come up with the Division Improvement Program (DIP). This process integrates the contributions of all units into a critical path in the areas of resurfacing, bituminous operations, vegetation management, secondary construction, and division design construct applications. Committee members learned that individual units were working in isolation without knowledge of what other units were doing. Written processes and timelines have been field implemented in the areas of resurfacing, bituminous operations, vegetation management, secondary construction, and division design construct applications.

Several new plans and tools resulted from the efforts including a master paving plan for each District; 2-year plant mix resurfacing plans; 3-year bituminous operations plan; a division-wide vegetation management plan; standard transmittal format for communicating activities/needs between road oil, maintenance, and traffic; and a common environmental review format for tracking permit status.



Left to right: James Barnes, Archie Smith, Jr., Kenneth Clark, Matthew Edwards, and Keith Beverley standing with project exhibit